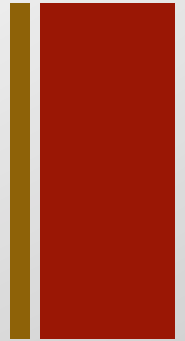


Vision 2020: The Center Of All Our Work

Shelly Mogul, Auburn School Department

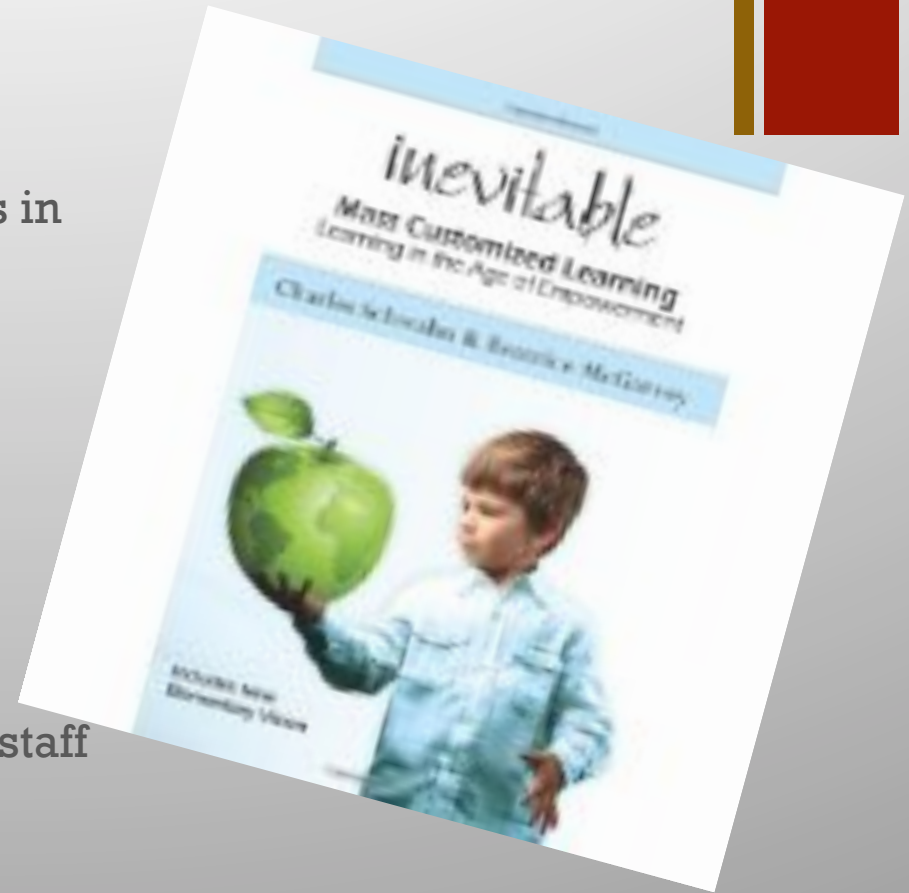
+ Vision and Mission – A Strong Foundation



- Mission – states the purpose of the organization
- Vision – describes what it looks like when you achieve the purpose
- Auburn's Vision 2020
 - Created with input from multiple stakeholders
 - Future focused
 - Outside facilitator
 - Organized in a memorable format

+ Promoting the Vision

- Share the vision with everyone!!
- **Students**
 - Presentations made to all students in grades 5-12
- **Parents**
 - Vision shared at open houses
 - Information sent to all parents
 - Presentations made to PTOs
- **Staff**
 - Presentations/conversations with staff
 - Faculty book studies
- **Community**
 - Presentations at community meetings
 - Community book study



+ Vision 2020: At the Center of the Work

Bringing the Vision To Life

- Continued focus on the vision
- Vision is visible everywhere
- Professional development is anchored in vision
- Discussion of the vision is commonplace in meetings
- Staff KNOW the vision
- Work to “align the arrows”

Reflection Time (Coffee Partner)

- Reflect on the following questions:
 - Does your district have a vision and mission?
 - Is it future focused?
 - Is it aligned to the current work?
 - Do all stakeholders know the vision?

+ The Role of a Burning Platform



- A strong burning platform pulls people toward the vision.
- To create a burning platform:
 - Mine your school data
 - Talk to various stakeholders (students, staff, parents, community members)
 - Be willing to talk about the data you collect
- Remember that not all people will be pulled by the same burning platform, challenge people to find the burning platform that pulls them.

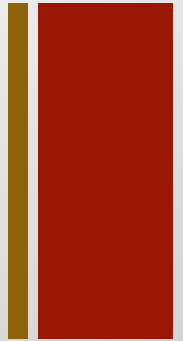
+ Auburn's Demographics

- The free and reduced hot lunch population has gone from 41% in 2005 to 51% in 2010. [39% at EL]
- 27% of Auburn's children live in poverty (\$21,834 for a family of 4).
- In 2000, there were 369 unemployed Auburn residents (3%). In 2010, there were 1,011 (7.9%)
- 31% of our children live with a parent who lacks full time employment.
- 5.8% of our children are in DHHS custody or care.
- 6% of our children are uninsured.
- 19.1% of our children don't receive dental care.
- There are 182 ELL students in Auburn schools-19 different languages.

+ Things to Celebrate

In 2009/2010:

- 300+ students took either an AP or Honors Class
- 27 students earned AP Scholar Awards
- 87% of graduates reported plans for postsecondary education.
- 37% of graduates had an AP or Honors class on their transcript.
- 20% of graduates had 5 or more AP or Honors classes on their transcript.
- Students took home district, regional, and state awards for outstanding academic, athletic, and performing arts achievement.



+ Things to Consider - Graduation Rate

In 2010:

- Edward Little's graduation rate was 67.9%.
- Edward Little's dropout rate was 8.91%
- 95 high school students dropped out of school.
- 25% of graduates received free/reduced hot lunch.
- 64% of dropouts received free/reduced hot lunch.
- 28% of graduates had a failure as a freshman.
- 74% of dropouts had a failure as a freshman.

+ Things to Consider – Failure Rate

1st Semester (2010/2011)

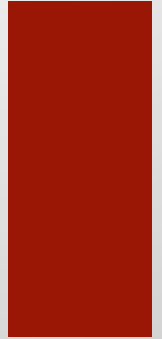
- 18.7% of grades were D/F
 - 578 Ds (9.8%)
 - 523 Fs (8.9%)
- 22% of level 2 grades and 20% of level 3 grades were D/F
 - Level 2 – 310 Ds and 297 Fs
 - Level 3 – 232 Ds and 200 Fs
- 50% of students had no Ds or Fs (448 students)
- 114 students had 4 or more Ds/Fs (20.7%)
- 38 freshmen had 4 or more Ds/Fs (23.4%)

+ Finding the Burning Platform

- The most powerful burning platform is one that has personal meaning.
- Share your burning platform with everyone!!
- **REFLECTION TIME (Dessert Partner)**
 - Does your district have a burning platform for change?
 - If you haven't yet found the burning platform, where will you look for it?



+ About Leadership...



- The district vision is owned by all members of the district leadership team.
- Achieving the vision is the job of every member of the district leadership team.
- Building leaders are ambassadors of the vision.
- Get the right people on the bus **AND...**
- Be sure they are in the right seat!!



Planning to Realize the Vision

PBD Implementation Plan and Strategic Vision

| 2014-2015 | 2015-2016 | 2016-2017 | 2017-2018 | 2018-2019 | 2019-2020 | 2020-2021 |
|---|--|--|---|---|--|--|
| Pilot 9 th grade proficiency-based education (PBE) system in Math and ELA. | 9 th grade PBE in Math, ELA, and Science. | 9 th grade PBE in Math, ELA, Science, Social Studies, PE/Health, Visual and Performing Arts, and Aspirations. | 9 th grade PBE in all 8 content areas, Complex Reasoning, and Habits of Mind. | 9 th and 10 th grades at full implementation. | 9 th -10 th -11 th grades at full implementation. | ELHS at full implementation. |
| | | 10 th grade PBE in Math, ELA, and Science. | 10 th grade PBE in Math, ELA, Science, Social Studies, PE/Health, Visual and Performing Arts, and Aspirations. | | | |
| | | | 11 th grade PBE in Math, ELA, and Science. | 11 th grade PBE in Math, ELA, Science, Social Studies, PE/Health, Visual and Performing Arts, and Aspirations. | 12 th grade PBE in Math, ELA, Science, Social Studies, PE/Health, Visual and Performing Arts, and Aspirations. FIRST PBE DIPLOMA TO BE GIVEN IN 7 CONTENT AREAS. | FIRST PBE DIPLOMA TO BE GIVEN IN ALL 8 CONTENT AREAS AND GUIDING PRINCIPLES. |
| | | | | 12 th grade PBE in Math, ELA, and Science. FIRST PBE DIPLOMA TO BE GIVEN IN 3 CONTENT AREAS. | | |

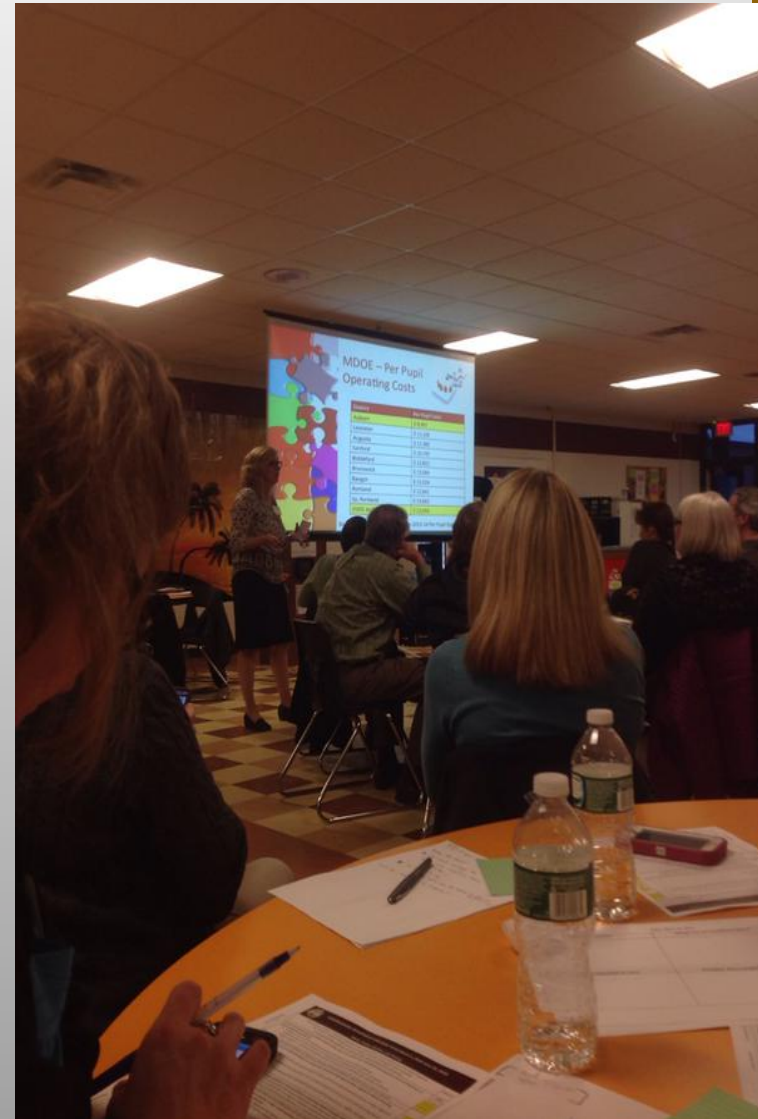
+ Reflection Time

Table Talk

- What are the next steps you'll take in your district to strengthen the foundation of your work?
- How will you engage the community in your work?
- What challenges lie ahead for you?

+ Keeping the Vision Alive – Ongoing Work

- Talk about the vision any chance you get!!
- Community forums (3 this year)
- Business and higher education visits
- Parent advisory council
- Student leadership team
- Align everything to the vision – including hiring
- Use the vision in all decision-making
- If you think you've communicated the vision enough, communicate again!!





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Empowering life-long learners to succeed in a world yet imagined!

